SMCR BIC Discrepancy/Needs Report

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Reserve Affairs Plans (RAP-23)
Reserve Affairs

11 September 2012

AGENDA

- Background
- BIC Assignment Rules
- Report Generation
- BIC Discrepancy Report
- Potential Issues
- Misconceptions

MANPOWER PRIORITIES

1. Force End Strength
   - Selected Reserve End Strength = 39,600
     - SMCR & IADT = 34,222
     - IMA = 3,117
     - AR = 2,261
2. Force Shaping
   - Right Marine to the Right Place at the Right Time
3. Force Sustainment
   - Keep the Right Marine at the Right Place over Time

MANPOWER HISTORICAL

1. End Strength (39,600)

- Dictated by Title 10, US Code (+/- 3%)
  - 38412 (- 3%) to 40788 (+ 3%)
- Marine Corps missed Reserve End Strength in FY07, FY08, and FY09
  - FY07 = 38,557
  - FY08 = 37,523
  - FY09 = 38,510
- This required a Congressional Waiver each year
- "Make End Strength at All Cost" mentality (Pre-FY12)
  - "I don't care what MOS or Grade. Get me bodies!"
  - "We're not pushing out Marines unless they're at service limits."

MANPOWER HISTORICAL

1. End Strength (39,600)

- Marine Corps made Reserve End Strength in FY10
  - FY10 = 39,222
- Marine Corps exceeded Reserve End Strength in FY11
  - FY11 = 39,772
- Deputy Commandant, Manpower & Reserve Affairs directed 39,600 as a ceiling for FY12
  - Recruiting stopped in September
  - Non-Prior Service Recruiting Mission decrease of 256.
  - Rebalancing in FY12 transferred 388 Marines to the AR, IMA, IRR or retired/ended their service
  - FY12 = ?????

MANPOWER CURRENT

2. Shaping (Right Marine/Place/Time)

- FY07 to FY09 “Make End Strength at All Cost Mentality” amplified imbalances throughout the Force
  - Grade, MOS and Manning (Geographic Locations)
- Cannot shape without understanding the inventory
  - BIC Validation task issued by Commander, MarForRes
  - “If I don’t know what I have, I can’t get the right Marine to the right place at the right time.”
- Cmdr, MarForRes initiated Force Rebalancing in FY12
  - Col/LtCol/CWO/E-9/E-8 Excess and EX006 (EBI)
  - Approved PSMRP over 18 months
- Rebalancing will expand in FY13
  - Units over 108%

MANPOWER FUTURE

3. Sustainment (Keep Right Marine/Place/Over Time)

- Fix Non-Prior Service/Prior Service mix
- Promotion model revamped (NARR)
  - Promotion allocations will better meet actual requirements
- Lateral Move program revamped
  - Align eligibility requirements with PSMRP
  - Focus on the future

Can’t do this without knowing the inventory

BIC REPORTING REQUIREMENT

SMCR Marines are required to have BICs assigned in MCTFS in accordance with…

– ComMarForRes message (141935Z Jan 11)

- **Officers and SNCOs – NLT 28 Feb 2011**
- **NCOs and below – NLT 31 Mar 2011**
- **Continuous Process**

– ComMarForRes message (281411Z Dec 11)

- **Excess BIC Identifier (EBI) – NLT 17 Jan 2012**

Failure to complete BIC assignments will adversely effect Mission Planning

BIC ASSIGNMENT RULES

1. **One Marine per BIC**
   - **No double stacking Marines in a billet**
2. **Grade Match**
   - **Marine's rank should be (+/- 1) of billet**
   - **Pvt (E-1) through LCpl (E-3) is authorized to fill any Pvt (E-1) through LCpl (E-3) billet**
   - **Cols (O-6) and SgtsMaj/1stSgts only assigned to approved O-6/8999 billets**

BIC ASSIGNMENT RULES (CONT)

3. MOS Match

- **PMOS should equal BMOS**
- **If PMOS ≠ BMOS, Marine's PMOS shall be changed to Basic MOS for BIC with approved PSMRP/LatMov package.**
- **PMOS training required within 18 months with approved PSMRP/LatMov package**
- **Retraining required within 6 months without an approved PSMRP/LatMov package**

BIC ASSIGNMENT RULES (CONT)

4. Excess Manning (UIC+EX+”001-009”)

- Match an occupied billet (excess manning)
- PMOS match, but exceed +/- 1 grade
- Marines that do not match any billet on T/O
- Marines that are excess to mapped BICs will carry the UIC of the unit at the geographic location not the “mapped UIC”

BIC ASSIGNMENT RULES (CONT)

Excess BIC Identifiers (001-009)

- **EX001 = Obligor – MOS and Grade match**
- **EX002 = Obligor – MOS match but not Grade match**
- **EX003 = Obligor – Not MOS or Grade match**
- **EX004 = Non-Obligor – MOS and Grade match**
- **EX005 = Non-Obligor – MOS match but not Grade match**
- **EX006 = Non-Obligor – Not MOS or Grade match**
- **EX007 = Obligor – Unsat Participant (Str Cat "X" in MCTFS)**
- **EX008 = Obligor – Pending Medical Seperation**
  (Str Cat and Duty Limitation in MCTFS)
- **EX009 = Non-Obligor pending matter rendering ineffective**
  (Mob, Long-Term ADOS, IUT, Unsat Part, Medical)

BIC REPORT GENERATION

- How is it put together?
  - Authorized/Modified Strength Report (ASR/MSR)
    - ASR = T/O Structure minus billets not funded
    - MSR = Modified ASR due to in year changes
  - MCTFS Daily Cycle
  - Compiled with SAS Software, not ODSE
    - There is no IMR.
    - Program code is written and changed as required
- Base data set is compiled, then filters applied
  - Invalid BICs, Duplicate BICs, Excess BICs, etc

BIC DISCREPANCY REPORT

- **Updated usually on Mondays**
- **Distribution includes MarForRes G-1, Prior Service Recruiters and Career Planners**
- **Replaced by Requirements, Transition, and Manpower Management System (RTAMMS)**
  - **Replacement system for RDOL**
  - **First module expected to be released November 2012**

This is the Needs Report (Open BICs = Need)

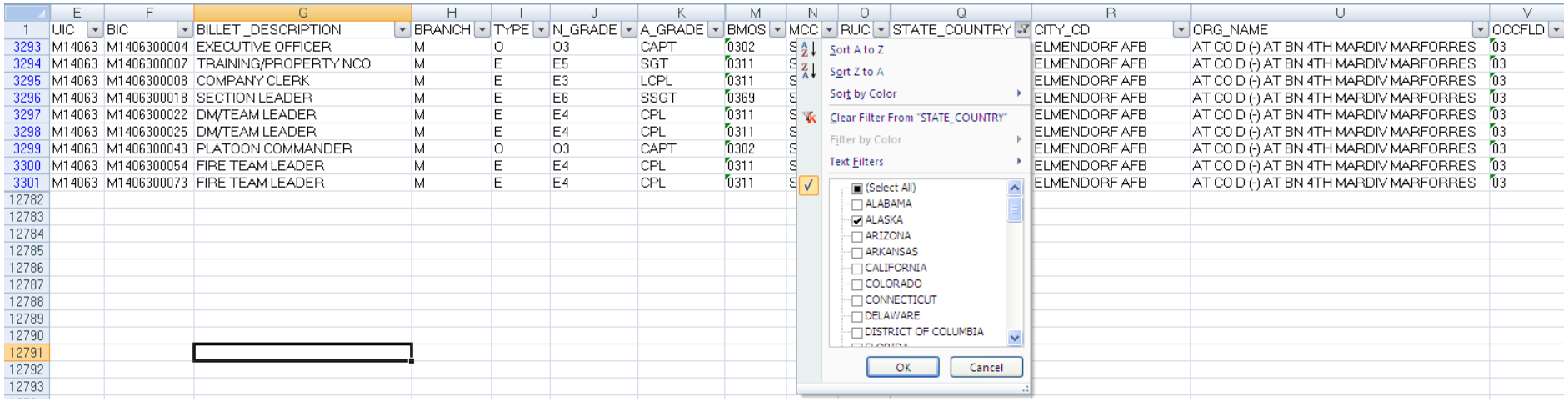
REPORT OVERVIEW

SMCR BIC Report 20110801.xlsx - Microsoft Excel

FNAME	LNAME	SEX	PRESGRD	PMOS	FAMOS	SAMOS	BIC	UIC	RUC	MCC	STATE_COUNTRY	CITY_CD	ORG_NAME	MSC
KEVIN	DELANEY	M	O3	3002			M0098300241	M00983	00985	S2R	MASSACHUSETTS	CHICOPEE	MASS-6 MACG-48 4TH MAW	MAW
KEVIN	WATKINSON	M	O5	7509	7502		M0480100074	M04801	04801	S8E	MARYLAND	ANDREWS AFB	DET VMR ANDREWS 4TH MAW	MAW
JEFFREY	MITCHELL	M	E3	5939			M0098300142	M00983	00985	S2R	MASSACHUSETTS	CHICOPEE	MASS-6 MACG-48 4TH MAW	MAW
EVAN	HAYMES	M	O5	7523			M0480100076	M04801	04801	S8E	MARYLAND	ANDREWS AFB	DET VMR ANDREWS 4TH MAW	MAW
MICHAEL	WHITE	M	E7	0629	0933	0000	M1418100116	M14181	14181	SKM	MISSOURI	BRIDGETON	H&S CO 3/24 4TH MARDIV	DIV
ROBERT	MCINTOSH	M	E3	3531			M2811100315	M28111	28111	SY3	NEW JERSEY	RED BANK	H&S CO 6TH MT BN 4TH MLG	MLG
JOEL	TAPIA	M	E3	3531			M2811100355	M28111	28111	SY3	NEW JERSEY	RED BANK	H&S CO 6TH MT BN 4TH MLG	MLG
ADAM	BECKER	M	O5	0202			M2014600106	M14151	14151	SK3	MISSOURI	KANSAS CITY	HQTRS CO 24TH MAR REGT 4TH MARDIV	DIV
EMMANUEL	MARTINEZ	M	E3	2821			M2168500187	M21685	21685	SGB	NEW YORK	BROOKLYN	GS COMM CO 6TH COMM BN 4TH MLG	MLG
RICHARD	GIUDICE	M	O6	8042	7523	7590	M2014600972	M00242	00048	S3A	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	MAW
THOMAS	SWEATMAN	M	O4	7202	7277	7210	M0123500011	M01235	01308	S2N	VIRGINIA	OCEANA	DET TAOC MACS-24 MACG-48 4TH MAW	MAW
THOMAS	BOLDON	M	E4	0111			MS203100389	M14333	14333	SMT	NEW JERSEY	FT DIX	ARTY BTRY G 3/14 4TH MARDIV	DIV
DUSTIN	DAVIS	M	E5	3521			M0051000157	M00510	01199	S4P	PENNSYLVANIA	JOHNSTOWN	DET A MWSS-471 MWSG-47 4TH MAW	MAW
MATTHEW	LAZAR	M	E5	2141			M2183700017	M21834	21834	SDS	VIRGINIA	NORFOLK	AAV CO A 4TH AAV BN 4TH MARDIV	DIV
SCOTT	SPAULDING	M	E5	0311	0531		M3001500117	M20193	20193	SAP	DISTRICT OF COLUMBIA	ANACOSTIA	4TH CIV AFF GRP MARFORRES	FORCE
JAMES	ARNOLD	M	E3	0811	0811		M1421200001	M14212	14212	SL6	MAINE	TOPSHAM	RFL CO A 1/25 4TH MARDIV	DIV
HAROLD	LEE III	M	E3	3000			M2183700014	M21834	21834	SDS	VIRGINIA	NORFOLK	AAV CO A 4TH AAV BN 4TH MARDIV	DIV
DONALD	BISHOP III	M	E4	0111			M2183700003	M21834	21834	SDS	VIRGINIA	NORFOLK	AAV CO A 4TH AAV BN 4TH MARDIV	DIV
NATHANAEL	IVES	M	E3	7234			M0123500014	M01235	01308	S2N	VIRGINIA	OCEANA	DET TAOC MACS-24 MACG-48 4TH MAW	MAW
CHRISTOPHE	TANSEY	M	O5	7523			M0113000314	M01130	01130	S3C	TEXAS	FORT WORTH NAS	VMFA-112 MAG-41 4TH MAW	MAW
TYLER	VAUGHAN	M	E3	0111			M2183700004	M21834	21834	SDS	VIRGINIA	NORFOLK	AAV CO A 4TH AAV BN 4TH MARDIV	DIV
BENJAMIN	STORRS	M	E3	3533			M2183700012	M21837	21834	SD1	VIRGINIA	NORFOLK	DET 1 H&S CO 4TH AAV BN 4TH MARDIV	DIV
ROBERT	SHERIDAN	M	E7	2141			M2183700016	M21834	21834	SDS	VIRGINIA	NORFOLK	AAV CO A 4TH AAV BN 4TH MARDIV	DIV
WADE	HAMMOND	M	E4	0651			M2638300168	M26383	14011	SA5	LOUISIANA	NEW ORLEANS-NAVSA	DIV HQTRS 4TH MARDIV	DIV
JOSEPH	FRANCIS	M	E3	0111			MS203500197	M14131	14131	SJP	LOUISIANA	NEW ORLEANS-NAVSA	H&S CO 3/23 4TH MARDIV	DIV
JEFFREY	SHERRIN	M	E5	2111			M2391500080	M29315	29057	SX9	GEORGIA	SAVANNAH	B&T OPS CO B (-) 4TH LSB 4TH MLG	MLG
MATTHEW	MCLANE	M	E5	3521			M2907500327	M14664	14664	STC	GEORGIA	AUGUSTA	DET 2 MTM CO 4TH MAINT BN 4TH MLG	MLG
AKERS	OGLESBY	M	E6	2311			M7375700054	M73757	73757	SVA	SOUTH CAROLINA	GREENVILLE	AMMO CO 4TH SUP BN 4TH MLG	MLG
ROBERT	COMER	M	E6	3529	3538		M2907500328	M14664	14664	STC	GEORGIA	AUGUSTA	DET 2 MTM CO 4TH MAINT BN 4TH MLG	MLG
MICHAEL	PERRY	M	E6	0481			M2931600004	M29316	29057	SX9	GEORGIA	SAVANNAH	DET 1 B&T OPS CO B 4TH LSB 4TH MLG	MLG
JOSHUA	KISOR	M	E5	3521			M2907500326	M14664	14664	STC	GEORGIA	AUGUSTA	DET 2 MTM CO 4TH MAINT BN 4TH MLG	MLG
CHRISTOPHE	WARD	M	E4	0451			M1471300238	M14713	14713	S5L	GEORGIA	ATLANTA	DET 5 H&S CO 4TH RECON BN 4TH MARDIV	DIV
DONALD	ROACH	M	O5	7523			M0480100015	M04801	04801	S8E	MARYLAND	ANDREWS AFB	DET VMR ANDREWS 4TH MAW	MAW
BRIAN	BERNHART	M	E4	5711			M1432100071	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
MICHAEL	BRADY	M	E8	1349			M1400500011	M14005	14005	SS6	OHIO	VIENNA	LNDG SPT EQUIP CO 4TH LSB 4TH MLG	MLG
DAVID	SUTTON	M	E6	1341			M1400500027	M14005	14005	SS6	OHIO	VIENNA	LNDG SPT EQUIP CO 4TH LSB 4TH MLG	MLG
ROBERT	GIBSON II	M	E6	0351			M1432100042	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
JONATHON	BELLOMY	M	E3	0651			M1432100206	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
JACOB	HARRISON	M	E3	0621			M1432100127	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
JOSEPH	MILLER	M	E5	6324			M1432100195	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
DOUGLAS	FEDDER	M	E3	0651			M1432100207	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
JARED	FARNSWORTH	M	O3	0203	0000	0000	M1432100083	M14231	14231	SLM	OHIO	BROOKPARK	H&S CO 3/25 4TH MARDIV	DIV
JAMES	GUERRA	M	E7	0369	2813	0933	M1417400011	M14174	14174	SKF	WISCONSIN	MILWAUKEE	RFL CO F 2/24 4TH MARDIV	DIV
JOHN	BLUMM	M	O5	7565	7577	7555	M0480100023	M04801	04801	S8E	MARYLAND	ANDREWS AFB	DET VMR ANDREWS 4TH MAW	MAW
ALAN	TOLEDO	M	E4	0111			M1141710025	M14171	14171	SKD	ILLINOIS	CHICAGO	H&S CO 2/24 4TH MARDIV	DIV

REPORT OVERVIEW

- **All fields are “filter-able”**
- **Provide quick find capability**



	E	F	G	H	I	J	K	M	N	O	Q	R	U	V
1	UIC	BIC	BILLET _DESCRIPTION	BRANCH	TYPE	N_GRADE	A_GRADE	BMOS	MCC	RUC	STATE_COUNTRY	CITY_CD	ORG_NAME	OCCFLD
3293	M14063	M1406300004	EXECUTIVE OFFICER	M	O	O3	CAPT	0302	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3294	M14063	M1406300007	TRAINING/PROPERTY NCO	M	E	E5	SGT	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3295	M14063	M1406300008	COMPANY CLERK	M	E	E3	LCPL	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3296	M14063	M1406300018	SECTION LEADER	M	E	E6	SSGT	0369	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3297	M14063	M1406300022	DM/TEAM LEADER	M	E	E4	CPL	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3298	M14063	M1406300025	DM/TEAM LEADER	M	E	E4	CPL	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3299	M14063	M1406300043	PLATOON COMMANDER	M	O	O3	CAPT	0302	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3300	M14063	M1406300054	FIRE TEAM LEADER	M	E	E4	CPL	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03
3301	M14063	M1406300073	FIRE TEAM LEADER	M	E	E4	CPL	0311	S			ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES	03

REPORT OVERVIEW

- **Report contains tabs on the bottom identifying discrepancies and open BICs**

INVALIDBICS | BADEXCESSBICS | EXCESS | DUPBICS | NOBICS | OPENBICS | IADT | GRADEMISMATCH | MOSMISMATCH | MATCH

- **Recruiters are able to see unit's discrepancies to anticipate corrections**

It is not about "airing dirty laundry"
It is about providing the whole picture

OPEN BICS TAB/NEEDS REPORT

UIC	BIC	Billet_Description	BRANCH	TYPE	N_GRADE	A_GRADE	BMOS	MCC	RUC	STATE_COUNTRY	CITY_CD	ORG_NAME
M14063	M1406300004	EXECUTIVE OFFICER	M	O	O3	CAPT	0302	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300007	TRAINING/PROPERTY NCO	M	E	E5	SGT	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300008	COMPANY CLERK	M	E	E3	LCPL	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300018	SECTION LEADER	M	E	E6	SSgt	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300022	DMS TEAM LEADER	M	E	E4	CPL	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300025	DMS TEAM LEADER	M	E	E4	CPL	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300043	PLATOON COMMANDER	M	O	O3	CAPT	0302	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300054	FIRE TEAM LEADER	M	E	E4	CPL	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M14063	M1406300073	FIRE TEAM LEADER	M	E	E4	CPL	0311	S4Z	14048	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES

NEEDS REPORT FOR M14063

- Recruiters are able to quickly see what billet is open and where it is
- Unit C.O. and higher headquarters are able to quickly see and assess shortfalls
- HQMC (RA) able to see shortfalls and make adjustments to plans and MCRC’s recruiting mission to fill shortfalls

IADT TAB

FNAME	LNAME	PMOS	PRESGRD	PRESMCC	PRESRUC	EAS	MCC	SEX	QSN	IMOS	RUC	MAGTF	UIC	ORG_NAME
MBAMBI	NSUMBU	8011	E1	J9Y	33353	4/6/2011	S3A	M	201102939	3043	00048	ACE	M00242	HQTRS MAG-41 4TH MAW
KEVIN	VARASDEVALDES	8011	E1	017	34022	7/27/2011	S3A	M	201102945	7041	00048	ACE	M00242	HQTRS MAG-41 4TH MAW
JERRICHO	GREELY	3000	E1	J9Y	33353	4/6/2011	S3A	M	201102941	3051	00048	ACE	M00242	HQTRS MAG-41 4TH MAW
BRADLEY	LONGCRIER	8011	E1	017	34022	7/13/2011	S3A	M	201102938	3043	00048	ACE	M00242	HQTRS MAG-41 4TH MAW
JAMIE	BETHEA	8011	E1	JA4	31407	11/16/2011	S7A	M	201100006	5711	00051	ACE	M00245	HQTRS MAG-49 4TH MAW
STEVEN	BRITT	3000	E1	K78	31316	10/19/2011	S7A	M	201100001	3043	00051	ACE	M00245	HQTRS MAG-49 4TH MAW
ALEJANDRA	AVALOS	0100	E1	JA4	31407	10/26/2011	S2C	F	201103861	0111	00407	ACE	M00407	HQTRS MWCS-48 MACG-48 4TH MAW
KYLE	WALKER	8011	E1	017	34022	6/8/2011	S2C	M	201103866	3051	00407	ACE	M00407	HQTRS MWCS-48 MACG-48 4TH MAW
ANDREA	OMEL	8011	E1	016	32092	1/19/2012	S2C	F	201103864	3043	00407	ACE	M00407	HQTRS MWCS-48 MACG-48 4TH MAW
ROBERT	GARZA	8011	E1	017	34022	6/15/2011	S2D	M	201103876	0621	00408	ACE	M00408	DET A MWCS-48 (REAR) MACG-48 4TH MAW
CHRISTOPHE	MCDONALD	8011	E1	017	34022	7/20/2011	S2D	M	201103885	0651	00408	ACE	M00408	DET A MWCS-48 (REAR) MACG-48 4TH MAW
SEAN	COSSENTINO	8011	E1	017	34022	8/24/2011	S2D	M	201103884	0651	00408	ACE	M00408	DET A MWCS-48 (REAR) MACG-48 4TH MAW
ADAM	AURAND	8011	E1	K9R	35102	3/12/2011	S2D	M	201006419	0623	00408	ACE	M00408	DET A MWCS-48 (REAR) MACG-48 4TH MAW

- **Units are able to see Marines in the training pipeline, where they will be assigned, what MOS they will have, and an approximate check in date (Inbound Roster)**
- **Higher Headquarters able to see the Marines in the training pipeline**
- **HQMC (RA) able to see Marines in the training pipeline and make adjustments to plans and MCRC's recruiting mission if required**

INVALID BICS TAB

CURRENT_BIC_ASSIGNED	EOS	FNAME	LNAME	MDSDEND	PMOS	PRESGRD	RESECC	MCC	RUC	SEX	SSN	UIC	STATE_COUNTRY	CITY_CD	ORG_NAME
M1406300006	1/20/2009	DEVON	LIERLEY	7/15/2003	0369	E6	5/14/2011	S4Z	14048	M		M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
M1406300014		ZACHARY	CHILDERS	11/12/2012	3521	E4	8/24/2014	S4Z	14048	M		M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES

- **Provide quick snapshot of Marines with an assigned BIC in MCTFS that does not match a BIC on the SMCR ASR**

A	B	C	D
CURRENT_BIC_ASSIGNED	EOS	FNAME	LNAME
M1406300006	1/20/2009	DEVON	LIERLEY
M1406300014		ZACHARY	CHILDERS

EXCESS BICS TAB

FNAME	LNAME	SEX	PRESGRD	PMOS	BIC	EBI	UIC	RESRUC	RESMCC	STATE_COUNTRY
CHARLES	OCCHIPINTI III	M	E5	2111	M70694EX004	EX004	M70694	70694	ST9	MASSACHUSETTS
MATTHEW	THRESHER	M	E7	0369	M14231EX004	EX004	M14231	14231	SLM	OHIO
JONATHAN	PIGEON	M	E3	3531	M29071EX001	EX001	M29071	29071	ST3	NORTH CAROLINA
JASON	SOUCY	M	E5	0311	M14211EX004	EX004	M14211	14211	SL5	MASSACHUSETTS
CHRISTOPHE	WHITING	M	E2	0331	M14218EX007	EX007	M14218	14218	SL7	NEW HAMPSHIRE
MAXIMILIAN	BERES	M	E4	1300	M00527EX009	EX009	M00527	00540	S4L	MASSACHUSETTS
AARON	BIRMINGHAM	M	E3	0311	M22429EX003	EX003	M22429	22327	SUP	ARIZONA
LAWRENCE	VIOLA III	M	E2	0300	M14218EX001	EX001	M14218	14218	SL7	NEW HAMPSHIRE
WARREN	COUGHLIN	M	E9	0369	M20193EX006	EX006	M20193	20193	SAP	DISTRICT OF COLUMBIA
GARRET	HUBBARD	M	O6	8041	M20193EX006	EX006	M20193	20193	SAP	DISTRICT OF COLUMBIA
STEPHANIE	SMITH	F	E4	0111	M00527EX004	EX004	M00527	00540	S4L	MASSACHUSETTS
DOUGLAS	TOWERS	M	E4	3521	M14211EX001	EX001	M14211	14211	SL5	MASSACHUSETTS
RYAN	ROENTSCH	M	W1	0210	M14804EX004	EX004	M14804	14804	S15	CALIFORNIA
DUSTIN	NEIDER	M	O3	0202	M73010EX009	EX009	M73010	73010	SAQ	ALABAMA
ROBERT	MOTTRAM	M	E5	3531	M14211EX004	EX004	M14211	14211	SL5	MASSACHUSETTS
LEONARD	GIBSON	M	E3	1345	M00527EX007	EX007	M00527	00540	S4L	MASSACHUSETTS
MILES	AUGER	M	E2	0351	M14217EX003	EX003	M14217	14217	SL9	MASSACHUSETTS
ANTHONY	SCIARRA	M	E3	2847	M14211EX001	EX001	M14211	14211	SL5	MASSACHUSETTS

- **Provides quick snapshot of the Marines assigned as “Excess” with the appropriate BIC (UIC+EX00X)**
- **Action required if excess could fill an open BIC**
- **EBI column provides quick category count of each EBI.**

BAD EXCESS BICS TAB

FNAME	LNAME	SEX	PRESGRD	PMOS	BIC	EBI	UIC	RESRUC	RESMCC
THOMAS	DAIGNAULT III	M	E5	0621	M28115EX004	EX004	M28201	28115	SY7
IAN	CURRIER	M	E4	3521	M28115EX001	EX001	M28201	28115	SY7
DANIEL	OLEARY	M	O4	0602	M28214EX009	EX009	M28213	28114	SYB
MICHAEL	HELLER II	M	E6	0321	M21627EX009	EX009		21627	S9S
MATTHEW	PRINCE	M	E5	3521	M28115EX004	EX004	M28201	28115	SY7
MICHAEL	MENDELSOHN JR	M	E3	8011	M29052EX003	EX003	M71776	71776	SSA
OSCAR	CRESPOGALLEGOS	M	E5	0111	M21681EX005	EX005		21681	C31
WARREN	BRASWELL II	M	E4	0481	M29315EX001	EX001	M29316	29057	SX9
CHRISTOPHE	OLEARY	M	E7	0369	M14712EX006	EX006	M14707	14709	SGX
COLLEEN	MCGLIN	F	E3	6672	M01233EX001	EX001	M01197	04169	S7B
ENID	BROWNE	F	E6	3043	M21681EX005	EX005		21681	C31

- **Provides a quick snapshot of Marines assigned excess BICs where the UIC in the BIC does not match the UIC of the actual geographic location**
- **Excess incorrectly classified or without a valid EBI**
- **UICs are determined by Reserve RUC/MCC**

DUPLICATE BICS TAB

FNAME	LNAME	PMOS	PRESGRD	BIC	RESMCC	RESRUC	SEX	UIC	BILLET_DESCRIPTION	N_GRADE	A_GRADE	BMOS	MCC	RUC
JOSEPH	BRAML	5811	E3	M0013300147	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
STEPHEN	RAINEY	5811	E3	M0013300150	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
JUSTIN	MORTENSON	5811	E3	M0013300152	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
SAMUEL	JONES	5811	E3	M0013300153	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
JUSTIN	SKLUZACEK	5811	E3	M0013300153	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
TIMOTHY	LARSEN	5811	E3	M0013300153	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
STEVEN	MCCANDLESS	5811	E8	M0013300156	S4F	00512	M	M00524	MP SNCOIC	E8	MSGT	5811	S4F	00512
WILLIAM	DICICCO	5811	E7	M0013300158	S4A	00055	M	M00524	MP OPS SGT	E6	SSGT	5811	S4F	00512
CLIFTON	ELLIS	5811	E5	M0013300159	S4A	00055	M	M00524	PLT SGT	E6	SSGT	5811	S4F	00512
DANA	WEHRMAN	5811	E5	M0013300166	S4A	00055	M	M00524	MP FLT LN SEC	E4	CPL	5811	S4F	00512
ANDREW	MILLER	1391	E4	M0013300186	S4H	00510	M	M00524	MP FLT LN SEC	E3	LCPL	5811	S4F	00512
JEFFREY	YOUNG	7557	O5	M0024200030	S3A	00048	M	M00242	ADMIN OFFICER	O5	LTCOL	7503	S3A	00048
OCTAVIANO	ORTEGA	0111	E5	M0024200041	S3A	00048	M	M00242	CMCC CLK	E3	LCPL	0111	S3A	00048
BRIAN	IRVING	0111	E3	M0024200041	S3A	00048	M	M00242	CMCC CLK	E3	LCPL	0111	S3A	00048

- **Provides quick snapshot of Marines currently assigned to billets already filled**
- **Takes the first Marine in the BIC. All others are duplicates.**
- **The other duplicated BIC can be in Grade Mismatch, MOS Mismatch, or Correct tab**

DUPLICATE BIC TAB (CONT)

FNAME	LNAME	PMOS	PRESGRD	BIC	RESMCC	RESRUC	SEX	UIC	BILLET_DESCRIPTION	N_GRADE	A_GRADE	BMOS	MCC	RUC
JOSEPH	BRAML	5811	E3	M0013300147	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
STEPHEN	RAINEY	5811	E3	M0013300150	S4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
JUSTIN	MORTENSON	5811	E3	M0013300152	S4	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
SAMUEL	JONES	5811	E3	M0013300153	S			M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
JUSTIN	SKLUZACEK			M0013300153	S	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
TIMOTHY	LARSEN	5811	E3	M0013300153	4H	00510	M	M00541	MP FLT LN SEC	E3	LCPL	5811	S4H	00510
STEVEN	MCCANDLESS	5811	E8	M00 156	S4F	00512	M	M00524	MP SNCOIC	E8	MSGT	5811	S4F	00512
WILLIAM	DICICCO	5811	E7	M0 58	S4A	00055	M	M00524	MP OPS SGT	E6	SSGT	5811	S4F	00512
CLIFTON	ELLIS	5811	E5	M00 159	S4A	00055	M	M00524	PLT SGT	E6	SSGT	5811	S4F	00512
DANA	WEHRMAN	5811	E5	M00 166	S4A	00055	M	M00524	MP FLT LN SEC	E4	CPL	5811	S4F	00512
ANDREW	MILLER	1391	E4	M00 186	S4H	00510	M	M00524	MP FLT LN SEC	E3	LCPL	5811	S4F	00512
JEFFREY	YOUNG	7557	O5	M002 030	S3A	00048	M	M00242	ADMIN OFFICER	O5	LTCOL	7503	S3A	00048
OCTAVIANO	ORTEGA	0111	E5	M002 041	S3A	00048	M	M00242	CMCC CLK	E3	LCPL	0111	S3A	00048
BRIAN	IRVING	0111	E3	M002 041	S3A	00048	M	M00242	CMCC CLK	E3	LCPL	0111	S3A	00048

This is the second Marine in the BIC

This is the third Marine in the BIC

This is the fourth Marine in the BIC

NO BICS TAB

FNAME	LNAME	PMOS	PRESGRD	MCC	RUC	SEX	UIC	STATE_COUNTRY	CITY_CD	ORG_NAME
JOHNATHAN	MCALLISTER	2311	E2	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
GREGORY	MANNING	0621	E4	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
WAYLON	HOFER	3531	E2	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
RAFAEL	YUMO JR	0621	E6	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
ZACHARY	CHILDERS	3521	E4	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
JEREMY	EMERY	0629	E7	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
WILLIAM	STEVENSON III	0411	E3	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES
JOSEPH	LIMA	0311	E4	S4Z	14048	M	M14063	ALASKA	ELMENDORF AFB	AT CO D (-) AT BN 4TH MARDIV MARFORRES

- **Provides a quick snapshot of Marines not assigned to a BIC**
- **Should be ran in excess if no BIC is available**
- **Assignment should be made as part of check-in process**

GRADE MISMATCH TAB

UIC	BIC	Billet_Description	N_GRADE	A_GRADE	BMOS	MCC	RUC	STATE_COUNTRY	CITY_CD	ORG_NAME	FNAME	LNAME	PMOS	PRESGRD	RESMCC	RESRUC	SEX
M00133	M0013300015	INTEL CLK	E3	LCPL	0231	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	JONATHAN	HIGHNESS	0231	E5	S4A	00055	M
M00133	M0013300036	ASST LOG OFFICER	O2	1STLT	0402	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	DARRELL	BLACK	1310	W4	S4A	00055	M
M00133	M0013300080	SUPPLY CLK	E4	CPL	3043	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	AMBER	WOODS	3043	E6	S4A	00055	F
M00541	M0013300101	SQUAD LEADER	E5	SGT	5811	S4H	00510	MINNESOTA	MINNEAPOLIS	MWSS-471 MWSG-47 4TH MAW	ANDREW	ROTE	5811	E3	S4H	00510	M
M00541	M0013300139	MP FLT LN SEC	E3	LCPL	5811	S4H	00510	MINNESOTA	MINNEAPOLIS	MWSS-471 MWSG-47 4TH MAW	JORDAN	BREDECK	5811	E5	S4H	00510	M
M00541	M0013300145	MP FLT LN SEC	E3	LCPL	5811	S4H	00510	MINNESOTA	MINNEAPOLIS	MWSS-471 MWSG-47 4TH MAW	ADAM	BOWE	5811	E5	S4H	00510	M
M00242	M0024200036	BROADCASTER/CBT CORRESPONDENT	E3	LCPL	4313	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	JASON	LASETER	4341	E5	S3A	00048	M
M00242	M0024200046	INTEL OFFICER	O3	CAPT	0202	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	THOMAS	MACKIE	7523	O5	S3A	00048	M
M00242	M0024200047	ASST INTEL OFFICER	O3	CAPT	0202	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	WILLIAM	VANZWOLL	7523	O5	S3A	00048	M
M00242	M0024200048	TARGETING OFFICER	O2	1STLT	0207	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	ARTHUR	MCKEEL	7509	O5	S3A	00048	M
M00242	M0024200051	DISSEMINATION OFFICER	O2	1STLT	0207	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	STEWART	MCCONNELL	7557	O5	S3A	00048	M
M00242	M0024200075	MAGTF PLANS CLERK	E3	LCPL	0511	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	MARK	GUERRA	0511	E5	S3A	00048	M
M00242	M0024200079	CBRN RECON TM MEMBER	E3	LCPL	5711	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	JEREMIAH	SMITH	5711	E5	S3A	00048	M
M00242	M0024200080	CBRN DEFENSE SPECIALIST	E3	LCPL	5711	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	JULIAN	COFER	5711	E5	S3A	00048	M
M00242	M0024200081	CBRN DEFENSE SPECIALIST	E3	LCPL	5711	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	WESLEY	MANETTA	5711	E5	S3A	00048	M
M00242	M0024200096	DATA SYSTEMS CHIEF	E6	SSGT	0659	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	ELROY	LEGER JR	0659	E8	S3A	00048	M
M00242	M0024200098	DATA SYSTEMS TECHNICIAN	E4	CPL	0651	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	ANTHONY	PETTA	0659	E6	S3A	00048	M
M00242	M0024200100	DATA SYSTEMS TECHNICIAN	E3	LCPL	0651	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	BRIAN	BARNETT	0651	E5	S3A	00048	M
M00242	M0024200103	MC SUP O	O2	1STLT	3002	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	AMY	RAINES	0402	O4	S3A	00048	F
M00242	M0024200106	SUP CLK	E4	CPL	3043	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	TOM	QUINLAN	3043	E8	S3A	00048	M
M00242	M0024200107	SUP CLK	E4	CPL	3043	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	DWIGHT	MESSIMER	3043	E7	S3A	00048	M
M00242	M0024200111	SUP CLK	E3	LCPL	3043	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	MICHAEL	FISH	3043	E5	S3A	00048	M
M00245	M0024500045	INTEL OFFICER	O3	CAPT	0202	S7A	00051	PENNSYLVANIA	WILLOW GROVE NAS	HQTRS MAG-49 4TH MAW	DAVID	MANLEY	0210	W4	S7A	00051	M

- **Provides a quick snapshot of Marines that do not match the grade requirement of +/- 1 rank**
- **Pvts, PFCs and LCpls are authorized to fill any Pvt, PFC, or LCpl billet**
- **Pilots are authorized grade mismatches**
  - **Only if filling a pilot BIC at a flying squadron**
    - **LtCol pilot filling 1st Lt billet**

MOS MISMATCH TAB

UIC	BIC	Billet_Description	N_GRADE	A_GRADE	BMOS	MCC	RUC	STATE_COUNTRY	CITY_CD	ORG_NAME	FNAME	LNAME	PMOS	PRESGRD	RESMCC	RESRUC	SEX
M00133	M0013300003	EXECUTIVE OFFICER	O5	LTCOL	7506	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	DOUGLAS	KING	0202	O5	S4A	00055	M
M00133	M0013300017	OPERATIONS OFFICER	O5	LTCOL	1302	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	KENNETH	HUMPHREY	0202	O5	S4A	00055	M
M00133	M0013300026	MT OPS COORD	E8	MSGT	3537	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	PAUL	SCHMITT	1371	E8	S4A	00055	M
M00133	M0013300032	MAGTF PLANS CLERK	E3	LCPL	0511	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	JACOB	KRAMER	6672	E3	S4A	00055	M
M00133	M0013300033	FOOD SERVICE SPECIALIST	E8	MSGT	3381	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	JOHN	VANATTA JR	7051	E9	S4A	00055	M
M00133	M0013300036	ASST LOG OFFICER	O2	1STLT	0402	S4A	00055	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	DARRELL	BLACK	1310	W4	S4A	00055	M
M00524	M0013300186	MP FLT LN SEC	E3	LCPL	5811	S4F	00512	PENNSYLVANIA	WILLOW GROVE NAS	MWSS-472 MWSG-47 4TH MAW	ANDREW	MILLER	1391	E4	S4H	00510	M
M00524	M0013300203	MP FLT LN SEC	E3	LCPL	5811	S4F	00512	PENNSYLVANIA	WILLOW GROVE NAS	MWSS-472 MWSG-47 4TH MAW	JOSHUA	SMITH	6821	E4	S4F	00512	M
M01149	M0013300231	MP FLT LN SEC	E4	CPL	5811	S4E	01149	CALIFORNIA	MIRAMAR MCAS	MWSS-473 MWSG-47 4TH MAW	STEVEN	ESMERIO	6217	E4	S4E	01149	M
M01149	M0013300236	MP FLT LN SEC	E4	CPL	5811	S4E	01149	CALIFORNIA	MIRAMAR MCAS	MWSS-473 MWSG-47 4TH MAW	ALEX	SALDANA	6217	E3	S4E	01149	M
M00242	M0024200046	INTEL OFFICER	O3	CAPT	0202	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	THOMAS	MACKIE	7523	O5	S3A	00048	M
M00242	M0024200047	ASST INTEL OFFICER	O3	CAPT	0202	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	WILLIAM	VANZWOLL	7523	O5	S3A	00048	M
M00242	M0024200048	TARGETING OFFICER	O2	1STLT	0207	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	ARTHUR	MCKEEL	7509	O5	S3A	00048	M
M00242	M0024200051	DISSEMINATION OFFICER	O2	1STLT	0207	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	STEWART	MCCONNELL	7557	O5	S3A	00048	M
M00242	M0024200085	INF WPNS RPR	E4	CPL	2111	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	MORGAN	WHITE	5711	E4	S3A	00048	M
M00242	M0024200087	LOG/MMO	O4	MAJ	0402	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	ROBERT	BARNETT	7509	O5	S3A	00048	M
M00242	M0024200103	MC SUP O	O2	1STLT	3002	S3A	00048	TEXAS	FORT WORTH NAS	HQTRS MAG-41 4TH MAW	AMY	RAINES	0402	O4	S3A	00048	F

- **Provide quick snapshot of Marines that do not match the billet MOS. (FMOS not included)**
- **Marines with a basic MOS will be excluded**
  - **Example BMOS = 0311 and PMOS = 0300**
- **Marines with certain MOS will not be excluded***
  - **Example BMOS = 0311 and PMOS = 0313**
- **List of acceptable MOS mismatches programmed**
  - **Example BMOS = 0814 and PMOS = 0811**

MATCH TAB

FNAME	LNAME	PMOS	PRESGRD	BIC	RESMCC	RESRUC	SEX	UIC	BILLET_DESCRIPTION	N_GRADE	A_GRADE	BMOS	MCC	RUC
RANDY	NEELEY	8999	E9	M0013300004	S4A	00055	M	M00133	SERGEANT MAJOR	E9	SGTMAJ	8999	S4A	00055
MICHAEL	JACQUES	0111	E4	M0013300010	S4A	00055	M	M00133	ADMIN CLERK/DRIVER	E3	LCPL	0111	S4A	00055
BILL	BAZZI	0200	E7	M0013300014	S4A	00055	M	M00133	INTEL CHIEF	E6	SSGT	0231	S4A	00055
RUBEN	MILLER	0491	E7	M0013300024	S4A	00055	M	M00133	CSS OPS CHIEF	E8	MSGT	0491	S4A	00055
SCOTT	SHERMAN	1349	E8	M0013300027	S4A	00055	M	M00133	ENG OPS COORD	E7	GYSGT	1349	S4A	00055
KEITH	NAJDOWSKI	5702	W2	M0013300029	S4A	00055	M	M00133	CBRN DEFENSE OFFICER	W2	CWO2	5702	S4A	00055
BRIAN	SCHULTZ	0511	E5	M0013300031	S4A	00055	M	M00133	MAGTF PLANS NCO	E5	SGT	0511	S4A	00055
RACHAEL	RICE	0431	E3	M0013300038	S4A	00055	F	M00133	LOG SPECIALIST	E3	LCPL	0431	S4A	00055
JOHN	OKEEFFE	0430	W2	M0013300041	S4A	00055	M	M00133	EMBARK OFFICER	W3	CWO3	0430	S4A	00055
MICHAEL	DESJARDINS	0431	E5	M0013300042	S4A	00055	M	M00133	EMBARK CHIEF	E5	SGT	0431	S4A	00055
JOHN	WALL	3451	E4	M0013300049	S4A	00055	M	M00133	FIN MGMT RES ANALYST	E3	LCPL	3451	S4A	00055
MAURICE	WILSON	0602	O3	M0013300053	S4A	00055	M	M00133	COMM O	O3	CAPT	0602	S4A	00055
CARMINE	TENAGLIA	0651	E5	M0013300073	S4A	00055	M	M00133	DATA SYSTEMS TECHNICIANS	E4	CPL	0651	S4A	00055
NATHAN	FARADAY	6469	E6	M0013300079	S4A	00055	M	M00133	TRAINING/SAFETY NCO	E7	GYSGT	8711	S4A	00055
VINCENT	REYNOLDS	5811	E6	M0013300095	S4H	00510	M	M00541	MP OPS SGT	E6	SSGT	5811	S4H	00510
ERIC	OUELLETTE	5811	E6	M0013300099	S4H	00510	M	M00541	SQUAD LEADER	E5	SGT	5811	S4H	00510
DAVID	PETERS	5811	E4	M0013300103	S4H	00510	M	M00541	MP DESK CLERK	E4	CPL	5811	S4H	00510

- **Provide quick snapshot of Marines that match the assigned BIC**
- **Unit C.O. and higher headquarters will be able to quickly see and assess unit manning**
- **HQMC (RA) can assess unit's actual manning and make adjustments to manpower plans and MCRC's recruiting mission**

DIRECT AFFILIATION TAB

FNAME	LNAME	SEX	PRESGRD	PMOS	BIC	BILLET_DESCRIPTION	BMOS	N_GRADE	A_GRADE	UIC	RUC	MCC	STATE_COUNTRY	CITY_CD	ORG_NAME
KEVIN	KECK	M	O3	0402	M0114900021	GROUND OPS/TRNG OFFICER/PLANS	0402	O2	1STLT	M00542	04157	S4C	TEXAS	FORT WORTH NAS	DET B MWSS-473 MWSG-47 4TH MA
DOUGLAS	ABDIEL	M	O2	0203	M1403100033	ASST S-2	0203	O2	1STLT	M14031	14031	SP2	CALIFORNIA	CP PENDLETON	H&S CO 4TH LAR BN 4TH MARDIV
MORGAN	VEYNA	M	O3	6602	M1410100012	S-1/ADJUTANT	0180	O3	CAPT	M14101	14101	SJ3	CALIFORNIA	SAN BRUNO	HQTRS CO 23D MAR REGT 4TH MA
ALEXANDER	JOHNSON	M	O2	0207	M1410100023	ASST S-2	0202	O3	CAPT	M14101	14101	SJ3	CALIFORNIA	SAN BRUNO	HQTRS CO 23D MAR REGT 4TH MA
SCOTT	YAMAMOTO	M	O2	7208	M1410200002	TEAM LEADER	0203	O2	1STLT	M14102	14101	SJB	CALIFORNIA	SAN BRUNO	DS TM 23D MAR REGT 4TH MARDIV
GREGORY	NICHOLAS	M	O3	6002	M1420100038	ASST S-3/NBC EMPL OFF	8006	O3	CAPT	M14201	14201	SL3	MASSACHUSETTS	FT DEVENS	HQTRS CO 25TH MAR REGT 4TH M
WILLIAM	WEISS III	M	O2	0302	M1421400077	PLATOON COMMANDER	0302	O2	1STLT	M14214	14214	SL8	CONNECTICUT	PLAINVILLE	RFL CO C 1/25 4TH MARDIV
DANIEL	HOOPS	M	O3	0530	M2019200089	ASST CA TEAM CMDR	0530	O3	CAPT	M20192	20192	SAN	CALIFORNIA	CP PENDLETON	3D CIV AFF GRP MARFORRES
JOSEPH	GAHAGAN	M	O2	0530	M2019300076	DISPLACED PERS/REF OFF	0530	O3	CAPT	M20193	20193	SAP	DISTRICT OF COLUMBIA	ANACOSTIA	4TH CIV AFF GRP MARFORRES
JARED	BURNS	M	O3	0602	M2163000066	COMM O/HQ PLT CMDR	0602	O3	CAPT	M21630	21628	SCQ	FLORIDA	W PALM BEACH	4TH ANGLICO MARFORRES

- **Early Out Program announced in MarAdmin 373/11**
- **Direct Affiliation Program announced in MarAdmin 462/12**
- **Allows Active Component Marines to EAS and transition seamlessly to the SelRes**
- **Upon approval, BICs assigned by HQMC (RA) from the current Open BICs**
- **BICs are HQMC directed assignments**

INACTIVE TAB

UIC	RUC	MCC	BIC	BILLET_DESCRIPTION	N_GRADE	A_GRADE	BMOS	STATE_COUNTRY	CITY_CD	ORG_NAME	MSC
M00133	00055	S4A	M0013300003	EXECUTIVE OFFICER	O5	LTCOL	7506	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300024	CSS OPS CHIEF	E8	MSGT	0491	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300026	MT OPS COORD	E8	MSGT	3537	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300031	MAGTF ENLISTED PLANNER	E5	SGT	0511	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300033	FOOD SERVICE SPECIALIST	E8	MSGT	3381	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300035	LOG OFF/MMO	O4	MAJ	0402	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300036	ASST LOG OFFICER	O2	1STLT	0402	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300040	MM CLK	E5	SGT	0411	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300041	EMBARK OFFICER	W3	CWO3	0430	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300043	LOG/EMBARK SPECIALIST	E3	LCPL	0431	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300049	FIN MGMT RES ANALYST	E3	LCPL	3451	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300079	TRAINING/SAFETY NCO	E7	GYSGT	8711	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M00133	00055	S4A	M0013300086	DATA SYSTEMS TECHNICIANS	E3	LCPL	0651	MICHIGAN	MT CLEMENS	HQTRS MWSG-47 4TH MAW	MAW
M01129	04091	S8F	M0112900010	ASST WING CDR	O7	BGEN	8003	LOUISIANA	NEW ORLEANS NAS	HQTRS 4TH MAW	MAW
M01335	01284	SYF	M0133500002	DET CDR	O4	MAJ	7202	WYOMING	CHEYENNE	DET EW/C MACS-23 MACG-48 4TH MAW	MAW
M01335	01284	SYF	M0133500009	SAD	O3	CAPT	7210	WYOMING	CHEYENNE	DET EW/C MACS-23 MACG-48 4TH MAW	MAW
M01335	01284	SYF	M0133500010	SWD	O2	1STLT	7210	WYOMING	CHEYENNE	DET EW/C MACS-23 MACG-48 4TH MAW	MAW
M01335	01284	SYF	M0133500011	SWD	O2	1STLT	7210	WYOMING	CHEYENNE	DET EW/C MACS-23 MACG-48 4TH MAW	MAW

- **Provides list of BICs that are not open for recruiting**
- **Inactivation are a result of structure changes released in new ASR or anticipated FSRG/BRAC changes.**
- **HQMC (RA) determines inactive BICs**

INCENTIVES TAB

BIC	RUC	MCC	PMOS	Grade	Billet_Description	City	State	org_name	INCENTIVE
M0013300157	00512	S4F	5811	E6	MP OPS SGT	WILLOW GROVE NAS	PENNSYLVANIA	MWSS-472 MWSG-47 4TH MAW	X
M0013300158	00512	S4F	5811	E6	MP OPS SGT	WILLOW GROVE NAS	PENNSYLVANIA	MWSS-472 MWSG-47 4TH MAW	X
M0013300159	00512	S4F	5811	E6	PLT SGT	WILLOW GROVE NAS	PENNSYLVANIA	MWSS-472 MWSG-47 4TH MAW	X
M0024200054									FILLED
M0024200055									FILLED
M0024500047									FILLED
M0040800086									FILLED
M0040800172	00408	S2D	651	E4	DATA SYSTEMS TECHNICIAN	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X
M0040800181	00408	S2D	651	E5	DATA SYSTEMS TECHNICIANS	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X
M0040800182	00408	S2D	651	E4	DATA SYSTEMS TECHNICIANS	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X
M0040800183	00408	S2D	651	E4	DATA SYSTEMS TECHNICIANS	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X
M0040800197	00408	S2D	651	E5	DATA NETWORK SYSTEMS TECH	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X
M0040800198	00408	S2D	651	E5	DATA NETWORK SYSTEMS TECH	GREAT LAKES	ILLINOIS	DET A MWCS-48 (REAR) MACG-48 4TH MAW	X

- **Provides a list of BICs that are currently eligible for an incentive**
- **Shows BICs that were incentivized that have been filled (Incentive no longer available)**
- **Bonus Control Numbers are tied to BICs**
- **HQMC (RAP) determines incentive eligibility**

REJECTION OF ACCESSION TAB

BIC	UIC	RUC	MCC	BILLET_DESCRIPTION	N_GRADE	A_GRADE	BMOS	STATE_COUNTRY	CITY_CD	ORG_NAME	MSC
M0040800253	M00408	00408	S2D	COMPUTER REPAIRER	E3	LCPL	2847	ILLINOIS	GREAT LAKES	DET A MWCS-48 (REAR) MACG-48 4TH MAW	MAW
M0054100389	M00544	00527	S4K	COMBAT ENGR	E4	CPL	1371	MICHIGAN	MT CLEMENS	DET B MWSS-471 MWSG-47 4TH MAW	MAW
M0134100089	M01341	01283	S2L	RADAR TECH	E6	SSGT	5948	COLORADO	AURORA	DET TAOC MACS-23 MACG-48 4TH MAW	MAW
M1403100284	M14031	14031	SP2	CMD VEH SEC CHIEF	E6	SSGT	0313	CALIFORNIA	CP PENDLETON	H&S CO 4TH LAR BN 4TH MARDIV	DIV
M1403500033	M14035	14035	SP6	EPLRS/FIELD RADIO OPER	E4	CPL	0621	VIRGINIA	QUANTICO	LAR CO D 4TH LAR BN 4TH MARDIV	DIV
M1418400002	M14184	14184	SKP	COMPANY COMMANDER	O3	CAPT	0302	INDIANA	TERRE HAUTE	RFL CO K 3/24 4TH MARDIV	DIV
M1433400140	M14334	14334	SMU	ASSISTANT GUNNER	E4	CPL	0811	VIRGINIA	RICHMOND	ARTY BTRY H 3/14 4TH MARDIV	DIV
M1462100164	M14621	14321	SMG	TEL/COMP RPR	E5	SGT	2847	TEXAS	GRAND PRAIRIE	HQTRS BTRY 2/14 4TH MARDIV	DIV
M1482300012	M14823	14823	S34	IMINT CHIEF	E6	SSGT	0231	VIRGINIA	QUANTICO	INTEL AFP CO C ISB MARFORRES	FORCE
M2232400109	M22324	22324	SU9	REFRIGERATION MECHANIC	E3	LCPL	1161	MICHIGAN	BATTLE CREEK	ENGR SPT CO 6TH ESB 4TH MLG	MLG

- **Provides a list of BICs that received an approved Rejection of Accession but BIC still open**
- **PS Recruiter brings an applicant to a unit and the unit rejects the qualified applicant**
- **Recruiter receives credit and it becomes the unit's responsibility to fill that BIC**
- **BICs stay on the list for the FY**

MFR Goal

- Units may be temporarily authorized to keep 10% “excess” personnel
  - 10% is calculated from the On-Hand personnel
    - Unit has 100 Marines on-hand
    - Authorized excess will be 10 Marines
- Goal is 90% match rate
  - Current match against On-Hand personnel
    - Unit has 100 BICs on ASR and 200 Marines on-hand
    - 90 Marines match BICs
    - Unit is 45% compliant (90/200=.45)

POTENTIAL ISSUES

- **T/O or ASR is incorrect**
  - **Current ASR has some RUCs and MCCs that do not match the unit's actual RUC/MCC**
  - **Unit Name/Location incorrect**
- **Units have to actively manage their T/O to review and update BICs in MCTFS**
  - **Marine promotes out of a BIC**
  - **Inter-unit transfers**
  - **Retrain to another MOS**

POTENTIAL ISSUES

- **Pending FSRG actions not incorporated in ASR**
  - **MLG construct vs. CLR/CLB construct**
  - **Unit activations/relocation/deactivation**
  - **HQMC (RA) may adjust Res BICs affected by FSRG**
    - **BICs for like units (Change in UIC portion)**
      - **Rifle Co I/3/24 to Rifle Co K/3/24 (Nashville, TN)**
      - **3rd CAG to 1st CAG (Camp Pendleton, CA)**
    - **Deactivation of Unit/Site (BICs zeroed)**
      - **Saginaw, MI**
    - **Redesignation of Unit/Site**
      - **Rifle Co K/3/23 to Bridge Co C (Change in UIC and BICs zeroed)**
    - **Diary Retrieval History (Remarks) will be made**

MISCONCEPTIONS

- **“I have to be careful about who I report as excess because ‘they’ will make them go away.”**

We are not telling them to go away, just find a valid BIC (billet)

- **“The MGySgt is in the SgtMaj’s BIC because he is the acting SgtMaj.”**

If the BIC is not open, we won’t know to staff it

- **“So this is a one-time fix.”**

This is a continuous process.

Can’t fix without knowing the inventory

Questions

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